

**From:** Nassif, Julianne (DPH)  
**Sent:** Wednesday, March 18, 2009 3:01 PM  
**To:** Salemi, Charles (DPH); O'Brien, Elisabeth (DPH)  
**Subject:** FW: A Message from Undersecretary John Grossman re: Chief Science Officer

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**From:** Thompson, Lisa (EPS)  
**Sent:** Wednesday, March 18, 2009 2:46 PM  
**To:** 'FBIEBER@partners.org'; Hansberry, Barbara; 'BJackson@massbay.edu'; Anne Goldbach; Burke, Kevin (EPS); Calkins, Sheila (AGO); Capeless, David (BER); Chief O'Leary; Connolly, James (POL); Cronin, John (POL); Curtis, Stephanie (CPI); David Siegel; Delaney, Mark (POL); Ed Davis; Ed Davis; Gilchrist, Mary (DPH); Grossman, John (EPS); Hurley, Jim; Joe Savage; Jones, Sharon D. (EPS); Leahy, William(CPC); Mark Ray; McGilvray, Marykate (POL); Mendoza-Lochrie, Deborah (CME); Nagle, Austin (DPH); Nassif, Julianne (DPH); Nields, Henry (CME); OKeefe, Michael (CPI); Plotts, Susan (POL); Ryan, Kristin (POL); Thomas Lee; Thompson, Lisa (EPS); Villanucci, Donna (AGO); Williams, Geline (DAA)  
**Cc:** Schwartz, Kurt (EPS); Massing, Greg (EPS); Burke, Kevin (EPS); Connolly, James (POL); Matthews, Steve (POL); McGilvray, Marykate (POL)  
**Subject:** A Message from Undersecretary John Grossman re: Chief Science Officer

To the Members of the Forensic Science Advisory Board and other friends of the Massachusetts State Police Crime Lab:

Included in this email is the long awaited posting for the position of the Lab Director and Chief Science Officer for the State Police Forensic Services Group. We will be accepting resumes until 4/16/09. Please feel free to disseminate the posting anywhere you believe it might find interested parties!

On a related note, after many years of service to the Crime Lab, the last two as Acting Director, MaryKate McGilvray has decided to retire effective April 15, 2009. MaryKate has been a leader and a friend whose career at the Lab has been marked by many outstanding accomplishments, not least of them leading us to full ASCLD/LAB accreditation. We will miss her. We will be in touch shortly regarding an opportunity to celebrate her work and bid her farewell.

Thank you, as always, for your support of forensic services in the Commonwealth.

JAG

John A. Grossman  
Undersecretary for Forensic Sciences and Technology  
Executive Office of Public Safety and Security  
1 Ashburton Place  
Boston, MA 02108  
(617) 727-7775

## Chief Science Officer

### Chief Science Officer

Agency Name:	Dept. of State Police
Official Title:	Chief Science Officer
Functional Title:	Chief Science Officer
Occupational Group:	Not Used
Position Type:	ST - Statutory
Full-Time or Part-Time:	Full-Time
Salary Range:	\$110,000.00 to \$130,000.00 Annually
Bargaining Unit:	000
Shift:	Day
Confidential:	No
Number Of Vacancies:	1
City/Town:	Maynard
Region:	CENTRAL
Facility Location:	State Police, Maynard, MA
Application Deadline:	04-16-2009
Apply Online:	No
Posting ID:	J17701

*This position is funded from the Commonwealth's annual operating budget.*

#### Duties:

The CSO oversees the day to day scientific operations of the FSG, including its staff and facilities. Duties and responsibilities of the CSO include:

- Organizing and managing human and infrastructure resources associated with fulfilling the FSG mission in collaboration with the Commanding Officer and Executive Officer of the FSG. This includes preparing budget and spending plans, strategic planning, policy formulation, research, training & staff development oversight, performance measurement, and advocacy of partnerships, resource acquisition, programmatic alignment and initiatives that will benefit the FSG.
- Controlling FSG product and service quality, outcomes, and credibility by partnering with accreditation, quality assurance and auditing entities to sustain FSG compliance with industry production and performance standards. Responsibilities include establishing objectives, goals, plans and priorities for staff managers and supervisors through advanced knowledge of requirements and industry standards, resource allocation, accountability, risk assessment, monitoring stakeholder (i.e. public, customer and partner) expectations, coalition & relationship building, and the application of scientific expertise to effective problem solving.
- Working with the users of forensic science throughout the Commonwealth including the District Attorneys, police departments, and the defense bar, to assure that the FSG provides and is recognized as providing the highest quality scientific services to the criminal justice system.
- Playing a leadership role to coordinate with other providers of forensic science in the Commonwealth, including the Boston Police Crime Lab, the Department of Public Health, and the Office of the Chief Medical Examiner.
- Collaborating with the Undersecretary for Forensic Science & Technology and acting as the key advisor and contributor to the state's Forensic Science Advisory Board efforts to guide the state's forensic science program.

#### Qualifications:

##### Minimum Job Requirements:

Applicants must possess a minimum of a Master's Degree in a natural or physical science discipline; a Ph.D. in an appropriate academic discipline is preferred.

Applicants must have a total of at least 10 years of professional or technical experience in chemistry, biology, histology, microbiology, or medical laboratory technology, the major duties of which include laboratory analysis and the interpretation of laboratory results, and of which at least three (3) years should have been in an overall managerial capacity and no less than six years in a project oversight capacity that includes staff and process supervision.

**Preferred Qualifications:**

**Preferred Qualifications**

- (1) Considerable knowledge and experience in the fields of forensic chemistry and biology and all related forensic science disciplines.
- (2) Prior participation in successful ASCLD/LAB accreditation efforts and advanced knowledge of quality management systems.
- (3) Proven abilities in managing a diverse scientific system to extract data from a variety of units within the system to make meaningful managerial decisions regarding productivity, staffing, and output analysis.
- (4) A history of success in planning for and attaining strategic plans, goals and objectives associated with organizational expansion and growth.
- (5) A comprehensive understanding of the criminal justice process, from collection through prosecution.
- (6) The knowledge and ability to prepare and arrange for presentation of scientific concepts for the legal system, educational systems, advisory boards and peers within the forensic science research community and industry-based consortia.
- (7) Extraordinary communication and collaboration skills.

**Comments:**

**Overview of the State Police Forensics Services Group:**

The Department of State Police Forensic Services Group (FSG) is the state's primary forensic science program and service provider for criminal justice. The FSG is comprised of nine workgroups, whose functions are performed in an integrated lab system consisting of nine modern lab facilities throughout the Commonwealth and the main site is in Maynard, MA. These workgroups are composed of sworn and civilian employees that perform scientific analysis, data collection and storage, and support services related to fulfilling the Commonwealth's forensic services mission. The nine work groups are:

1. The Crime Scene Services Section
2. Firearms Identification Section
3. Digital Evidence and Multi-Media Section
4. Forensic Support Section - This includes: The Evidence Control Unit, The Case Management Unit, and the CODIS Collection and Investigative Unit
5. Administrative Services
6. Forensic Biology - This includes: DNA, the Crime Scene Response Unit, Criminalistics
7. Forensic Chemistry - This includes: Toxicology, the Drug Unit, Bomb and Arson and Trace Analysis
8. Office of Alcohol Testing
9. Quality Assurance

The FSG attained ASCLD/LAB Legacy accreditation in all of its disciplines in 2008.

The Chief Science Officer (CSO) directs all scientific services provided by the FSG. Because the FSG is a unit within the State Police, the CSO reports to the Deputy Division Commander of the Division of Investigative Services, a State Police Major. In order to assure that the CSO maintains complete authority on all matters of science, the CSO also has a dotted line reporting relationship and direct access to the Undersecretary for Forensic Science & Technology in the Executive Office of Public Safety and Security, the agency that provides civilian oversight to the State Police.

The CSO is responsible for maintaining ASCLD/LAB accreditation, preparing the FSG for ISO accreditation, all quality assurance efforts within the FSG and leading efforts to adapt to major scientific and legal changes to ensure that future growth of the FSG is on-target with global expectations within the forensic science domain. The CSO collaborates with the state's Forensic Advisory Board, prosecutors, police and the defense bar and all other stakeholders to represent the Commonwealth's forensic science interests.

The FSG has a full-time staff of approximately 272 employees, both sworn police officers and civilians. The annual budget of the FSG (including Grants), but not including the salaries of the approximately 100 sworn personnel, is over \$18,000,000.

**How To Apply:**

Mail 2 copies of your cover letter and resume to:

Irma Gutierrez  
Secretariat Director of Human Resources  
Executive Office of Public Safety and Security  
One Ashburton Place  
Boston, MA 02108

Interested individuals who meet the qualifications of this position should contact the Human Resources Department at 617-727-7775 for more information about this position.

**Agency Web Address:**

<http://www.mass.gov/msp/>

**Diversity Officer:**

Marie Gross, 617-727-7775

An Equal Opportunity/Affirmative Action Employer. Females, minorities, veterans, and persons with disabilities are strongly encouraged to apply.

**You can also view this job at:**

[https://jobs.hrd.state.ma.us/recruit/public/3111/job/job\\_view.do?postingId=J17701](https://jobs.hrd.state.ma.us/recruit/public/3111/job/job_view.do?postingId=J17701)